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Reg. No.....

Name.....

M.B.A. DEGREE EXAMINATION, JANUARY 2026

Third Semester

MANAGING ORGANIZATIONAL CHANGE AND DEVELOPMENT

(2016 Admissions—Second Mercy Chance and 2015 Final Mercy Chance)

Time : Three Hours

Maximum Marks : 60

Answer all questions.

Each question carries 12 marks.

1. (a) Define Change. Differentiate planned and unplanned change in an organization. Explain Kurt Lewin's change model.

Or

- (b) Describe the roles and skills of change agent. Who will you prefer an internal or external change agent - why /why not ?

2. (a) What is Action Research? Explain action research process. How it supplements OD ?

Or

- (b) Explain the process of OD in organization diagnosis.

3. (a) Illustrate the principles of the process consultation intervention. Explain the key elements in the process of institutionalizing OD interventions.

Or

- (b) Discuss the characteristics of role focused interventions and the applicability of OD.

4. (a) Define the demands of turbulent environments and describe the self-design intervention.

Or

- (b) Compare and contrast organization development and organization transformation. How are they similar or dissimilar ?

5. (a) What contemporary issues and applications can OD address that organizations face today ?

Or

- (b) Discuss the major professional ethics and values in the practice of OD.

(5 × 12 = 60)

